

# Transitioning Youth into Long-Haul Transportation Industry Employment

Pacific Institute for Research  
and Evaluation

In collaboration with a  
national transportation  
company



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES  
Substance Abuse and Mental Health Services Administration  
Center for Substance Abuse Prevention  
[www.samhsa.gov](http://www.samhsa.gov)

# Grant Team

- Principal Investigator: Rebecca Spicer
- Other Key Personnel:
  - Ted Miller (Co-Principal Investigator & Project Director)
  - Valerie Nelkin (Qualitative Evaluation)
  - Paul Jones (Research Associate)
  - David Rychener (PREVENT Coordinator)
- Corporate Partner: A national transportation company
  - Nationwide, about 100 worksites



# Goals

- Youth-oriented enhancement of existing Substance Abuse Prevention and Early Intervention (SAPEI) programs
- Improve detection and treatment of substance-abusing young workers
- Reduce negative workplace problems resulting from substance abuse
- Advance young workers through a “stages of change” model to reduce risky behaviors



# Target Population

- Workers ages 18 to 24
- Annually, about 900 employees (4% of workforce); 1,500 over 5 years
- 45% minorities, 35% women
- Almost all union members
- Low turnover rate: 23% over a 5-year period



# Current Program Components

- “PeerCare”: a union-run, company-funded peer-to-peer program that detects workplace substance abuse, gets users confidentially excused from work without penalty, and gets abusers help
- Drug and alcohol testing (pre-employment, for cause, random for safety-sensitive positions): 2 strikes and you're out
- Tailored version of SAMHSA’s GetFit website
- EAP
- Health insurance with managed behavioral health/substance abuse treatment coverage



# Proposed Program Enhancements

- Enhance existing programs to include a youth-focused component
- Implement an adapted version of the US Navy's PREVENT curriculum
  - In the US Navy PREVENT evolved over 30 years
  - Administered annually to 25,000 personnel in their first tour of duty, primarily at end of basic training
  - Modules on drug abuse, alcohol abuse, smoking, nutrition and fitness, violence including IPV, risky sex, sexual harassment, financial management
  - Based on Prochaska's stages of change theory of health behavior
  - Participant and facilitator guides will be adapted for a civilian workforce



# Delivery Mechanism

- Will develop and deliver:
  - Training of the PeerCare network of volunteers on young worker issues
  - Orientation training adapted from the U.S. Navy's PREVENT curriculum, with reinforcement by PeerCare volunteers
  - Youth-oriented materials for current prevention programs
  - Added PeerCare staff who specialize in preventing youth substance abuse and other risky behaviors
- Resources
  - New PeerCare staff dedicated to young workers (1 in Phase I, 2 in Phase II)
  - 2,400 PeerCare volunteers (152 teams) & 3 staff
  - 7 EAP providers



# Products

- PeerCare materials that target younger workers
- PREVENT training for the younger workforce
- Enhanced GetFit website with broadened wellness focus and youth orientation
- Training for PeerCare volunteers on young worker issues and on aiding progress through stages of change





# Expected Intermediate and Long-Term Outcomes

- Improve service delivery of PeerCare to young workers
- Improve young workers' acceptance of and access to PeerCare services
- Decrease substance use among young workers, on and off the job
- Decrease negative workplace consequences of substance abuse
- Reduce other risky behaviors

